

**Article 14**  
**NON-DISCRIMINATION**

- A. The Employer agrees to continue its policy of opposing all forms of illegal discrimination based on race, color, national origin, sex, age, height, weight, marital status, religion, partisan considerations, or a disability or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position. In addition, the Employer agrees not to discriminate on the basis of sexual orientation.
- B. The Union agrees to continue its policy of admitting all unit employees otherwise eligible for membership and to represent all members without regard to race, color, national origin, sex, sexual orientation, age, height, weight, marital status, religion, partisan considerations, or a disability or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.
- C. There shall be no discrimination, interference, restraint, or coercion by the Union against any unit employee because of membership or non-membership in, the payment or non-payment of any monies to, or the participation or non-participation in the activities of, the Union, or because of any activity permissible under either the Civil Service Rules and Regulations or this Agreement.